

# North Adams Supplementary Regulations

March 11, 1985	Board Policies	1. Two board member signatures required on all warrants. 2. All investments must be voted on by the full three members of the board.
March 11, 1985	Membership	3. No person who is not a full-time employee shall become a member until completion of six months of continuous employment. Make-up is allowed after membership. (Deleted by-revised supplementary rules approved August 31, 1992.)
March 11, 1985	Buy-Backs	4. All make-up payments for prior service credit must be approved by the board.
March 11, 1985	Creditable Service	5. Creditable service shall be based on the following formula according to average hours worked per week. Under 20 hours no credit; 20-25 average hours per week = ½ time employee; 26-34 average hours per week = ¾ time employee; 35 or more average hours per week = full time employee.
March 11, 1985	Membership	6. No part time, provisional, temporary, temporary provisional, seasonal or intermittent employees or any other part time employees, in any government unit or board, shall become a member of the retirement system, unless he or she is regularly employed for an average of at least 20 hours per week. Actual time worked must be documented to satisfaction of the board and creditable service is only allowed for actual time worked. Membership is mandatory for employees meeting the above requirements after six months of continuous employment. This rule is not intended to conflict or modify Chapter 32, section 4(b) pertaining to creditable service allowed for reserve or permanent intermittent police officers or fire fighters.
March 11, 1985	Creditable Service	7. Permanent full time employees shall be granted one year of credit for each calendar year of service. Employees shall be considered full time if they work an average of at least thirty-five hours a week. There shall be no waiting period for permanent full time employees to join the system.
March 11, 1985	Board Policies	8. The minutes of all board meetings must be read and approved by the board. 9. It is understood by the board that the Massachusetts General Laws Chapter 32, supersede the rules, regulations, and by-laws herein established.
August 2, 1999	Buy-Backs	All eligible members may purchase their military service pursuant to Chapter 71 of the Acts of 1997 up to the date of their retirement.